

EXHIBIT A

OPT-IN CONSENT FORM

Rusis et al v. International Business Machines Corp.,
C.A. No. 1:18-cv-08434, U.S. District Court, Southern District of New York

Complete and return to: Shannon Liss-Riordan
Lichten & Liss-Riordan, P.C.
729 Boylston Street, Suite 2000
Boston, MA 02116
Tel: (617) 994-5800
Fax: (617) 994-5801
Mary Franco, Paralegal
mfranco@llrlaw.com
www.llrlaw.com

Name: Edvin Rusis
Address: [REDACTED]
[REDACTED]
Telephone: [REDACTED] (home) [REDACTED] (cell)
E-Mail: [REDACTED]

CONSENT TO JOIN COLLECTIVE ACTION


Pursuant to the Age Discrimination in Employment Act ("ADEA"), 29 U.S.C. § 621

1. I understand that this lawsuit is brought, in part, under the Age Discrimination in Employment Act, as Amended ("ADEA"), 29 U.S.C. § 621, *et seq.* I hereby consent, agree, and "opt in" to become a plaintiff herein and to be bound by any judgment by the Court or any settlement of this action.

2. I worked for IBM from on or about March, 2003 (month, year) to on or about June, 2018 (month, year) in Laguna Niguel, CA (city, state). I am 59 years old, and IBM terminated my employment on June 27, 2018. The position I held as of my termination was Channels Technical Professional - Alliances.

3. I hereby designate the law firm of Lichten & Liss-Riordan, P.C., 729 Boylston Street, Suite 2000, Boston, MA 02116 to represent me for all purposes in this action.

4. I also designate the named plaintiffs in this action, the collective action representatives, as my agents to make decisions on my behalf concerning the litigation, including the method and manner of conducting this litigation, entering into settlement agreements, entering into an agreement with Plaintiffs' Counsel concerning attorneys' fees and costs (with the understanding that Plaintiffs' Counsel are being paid on a one-third contingency fee basis, which means that if there is no recovery, there will be no attorneys' fees), and all other matters pertaining to this lawsuit.

Signature:  Date Signed: 09/20/18

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Mary Franco, Paralegal
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Name: Henry Gerrits
Address: [REDACTED]
[REDACTED]
Telephone: [REDACTED] (home) [REDACTED] (cell)
E-Mail: [REDACTED]

CONSENT TO JOIN COLLECTIVE ACTION

Pursuant to the Age Discrimination in Employment Act ("ADEA"), 29 U.S.C. § 621

1. I understand that this lawsuit is brought, in part, under the Age Discrimination in Employment Act, as Amended ("ADEA"), 29 U.S.C. § 621, *et seq.* I hereby consent, agree, and "opt in" to become a plaintiff herein and to be bound by any judgment by the Court or any settlement of this action.

2. I worked for IBM from on or about August 1985 (month, year) to on or about June 2018 (month, year) in Research Triangle Park, NC (city, state). I am 67 years old, and IBM terminated my employment on June 27, 2018. The position I held as of my termination was Global Comodity Manager.

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Signature: _____ Date Signed: 09/17/18

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Mary Franco, Paralegal
mfranco@llrlaw.com
www.llrlaw.com

Name: Mark A. Johnson
Address: [REDACTED]
[REDACTED]
Telephone: [REDACTED] (home) [REDACTED] (cell)
E-Mail: [REDACTED]

CONSENT TO JOIN COLLECTIVE ACTION

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2. I worked for IBM from on or about 4/1/2016 (month, year) to on or about 6/27/18 (month, year) in Durham, North Carolina (city, state). I am 58 years old, and IBM terminated my employment on 6/27/18. The position I held as of my termination was Client Service Manager.
3. I hereby designate the law firm of Lichten & Liss-Riordan, P.C., 729 Boylston Street, Suite 2000, Boston, MA 02116 to represent me for all purposes in this action.
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Mark A. Johnson

Signature: _____ Date Signed: 09/17/18

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David D. Edley

Name: _____

Address: _____

Lutz

FL

Telephone: _____ (home) _____ (cell)

E-Mail: _____

CONSENT TO JOIN COLLECTIVE ACTION

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1. I understand that this lawsuit is brought, in part, under the Age Discrimination in Employment Act, as Amended ("ADEA"), 29 U.S.C. § 621, *et seq.* I hereby consent, agree, and "opt in" to become a plaintiff herein and to be bound by any judgment by the Court or any settlement of this action.

2. I worked for IBM from on or about 08/01/17 (month, year) to on or about 07/31/18 (month, year) in Tampa Florida (city, state). I am 56 years old, and IBM terminated my employment on 07/31/18. The position I held as of my termination was Systems Management Specialist.

3. I hereby designate the law firm of Lichten & Liss-Riordan, P.C., 729 Boylston Street, Suite 2000, Boston, MA 02116 to represent me for all purposes in this action.

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David D. Edley

10/24/18

Signature: _____ Date Signed: _____

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Mary Franco, Paralegal
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Raymond Otto Kulisch

Name: _____

Address: _____

Lorton

VA

Telephone: _____ (home) _____ (cell)

E-Mail: _____

CONSENT TO JOIN COLLECTIVE ACTION

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2. I worked for IBM from on or about 11/2005 (month, year) to on or about 12/2007 (month, year) in Washington, DC (city, state). I am 52 years old, and IBM terminated my employment on 12/15/2017. The position I held as of my termination was Managing Consultant.

3. I hereby designate the law firm of Lichten & Liss-Riordan, P.C., 729 Boylston Street, Suite 2000, Boston, MA 02116 to represent me for all purposes in this action.

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Signature: Raymond O. Kulisch Date Signed: 10/14/18

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Mary Franco, Paralegal
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Rene Ramos

Name: _____

Address: _____

Fort Lauderdale

FL

Telephone: _____ (home) _____ (cell)

E-Mail: _____

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2. I worked for IBM from on or about March, 2003 (month, year) to on or about June, 2018 (month, year) in Fort Lauderdale, Florida (city, state). I am 61 years old, and IBM terminated my employment on June 28, 2018. The position I held as of my termination was Functional Team Lead.

3. I hereby designate the law firm of Lichten & Liss-Riordan, P.C., 729 Boylston Street, Suite 2000, Boston, MA 02116 to represent me for all purposes in this action.

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Rene Ramos

10/11/18

Signature: _____ Date Signed: _____